

MANUFACTURING EXTENSION PARTNERSHIP

Success Stories from the Field

Interstate-McBee

Ohio Manufacturing Extension Partnership

Customized Workforce Training Has Employees At Interstate-Mcbee Buzzing

Client Profile:

Interstate-McBee, located in Cleveland, Ohio, manufactures engine parts, fuel injection systems, and gaskets for the heavy-duty diesel industry. Founded in 1953, the company employs 210 people and generates annual sales of \$25 million.

Situation:

Interstate-McBee was having some quality issues because a number of employees could not measure correctly or do proper math calculations. Because Interstate-McBee is committed to continuous workforce improvement, it approached CAMP, a NIST MEP network affiliate, to provide customized, in-house training for its workforce. The company chose to focus the training on the basic skills needed to prepare its machine operators for job specific shop floor training, including the areas of Shop Math and Blueprint Reading.

Solution:

CAMP began the process with a pre-assessment, evaluating the many skill areas of precision machining, followed by two additional assessments. The first identified the current skill levels of participants and the second evaluated each individual's cognitive ability. Following the assessments, CAMP refined and tailored the recommended training plan to fit the specific needs of the individuals and organization.

CAMP's training program, conducted at the Interstate-McBee facility, brought together employees from diverse backgrounds and ethnic groups. Courses began with Shop Math training, followed by Blueprint Interpretation. Employees attended classes twice a week for two hours a week.

Interstate-McBee's workforce initially had some apprehensions about the training because many of them had never been in a formal training environment. However, once the training began, CAMP put the participants at ease and there was a good deal of class participation.

The final exam covered all course material. Results showed a dramatic increase in test scores, with the largest gains in Organization & Shop Practices and Measurement & Inspection, bound closely to math training. All participants passed with at least a 70 percent score. Pleased with the initial round of training, Interstate-McBee engaged CAMP for an additional 20 hours of training in Advanced Math.

Results:

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Provided training in Shop Mathematics and Blueprint reading to all shop employees.

Retained 8 jobs and created 1 job.

Increased average test scores by 45 percent.

Increased participants' confidence in their overall skills.

Improved morale and job satisfaction levels.

Testimonial:

“The CAMP training has helped our machinists make better parts due to their increased understanding of the mathematics they use in their daily jobs.”

Lisa Hanson, Human Resource Coordinator